







**President's Management Agenda**  
**BUREAU NAME**

	<b>CURRENT STATUS</b> (As of December 31, 2005)		<b>PROGRESS</b> First Quarter, FY 2006		<b>COMMENTS</b>
<b>Initiative:</b>  HUMAN CAPITAL  <b>Bureau Lead:</b>	 Color          Next ↑ est. by (date)	<b>Comprehensive human capital plan</b> ___ developed, etc. on (date) ___ results analyzed & used (date)  <b>Organizational structures</b> ___ current structure analyzed and restructuring begun (date) ___ structure optimized & addressing future challenges (date)  <b>Succession strategies</b> ___ implemented (date) ___ continuously updated talent pool assured (date)  <b>Performance appraisal plans adhere to merit system principles, etc.</b> ___ SES & mgrs. (date) (Y) ___ 60%+ of agency (date) (G) ___ beta site completed (date) (G)  <b>Under representation</b> ___ implemented strategies to address (date) ___ reduced & established process to sustain diversity (date)  <b>Skill gaps</b> ___ workforce planning system implemented (date) (Y) ___ identify and set competency targets (Y) (date) ___ significant reduction in mission critical gaps (date) (G) ___ met competency gap targets (G) (date)  <b>Hiring timelines reduced</b> ___ collects data & sets standard ___ on track to meet goals  <b>Accountability system and reviews</b> ___ system developed (date) ___ conducts reviews & takes corrective action (date) ___ provided annual report	 Color	<u>Actions taken this quarter:</u> <ul style="list-style-type: none"> <li>Provide a brief summary of key actions.</li> </ul>          <u>Planned actions for next quarter:</u> <ul style="list-style-type: none"> <li>Outline key actions.</li> </ul>	<ul style="list-style-type: none"> <li>Assess general progress against Proud to Be goals (e.g., on track, aggressive, slippage, etc); highlight if change in momentum</li> <li>Discuss critical actions planned for after FY 2006 Q2 (as appropriate)</li> <li>If status is expected in change in next couple of quarters, what OMB/OPM assistance might be necessary.</li> <li>Use additional bullets to explain or enhance discussion in first two columns (e.g., legislative barriers, or other risks to PMA implementation, management changes at agency, etc.)</li> </ul>



**President's Management Agenda**  
**BUREAU NAME**

	<b>CURRENT STATUS</b> (As of December 31, 2005)		<b>PROGRESS</b> First Quarter, FY 2006		<b>COMMENTS</b>
<b>Initiative:</b>  COMPETITIVE SOURCING  <b>Bureau Lead:</b>	 Color   Next ↑ est. by (date)	Approved competition plan ___ "yellow" plan (date) ___ "green" plan on (date)  Standard competitions ___ one completed OR announced one > "yellow" plan FTEs (Y) (date) ___ announced in accordance with "green" plan schedule (G) (date) ___ completed ≥ 90% in A-76 timeframe past 4 Qs (G) (date)  Standard and streamlined competitions ___ at least 10 or sufficiently large completed since Jan. 2001 (G)(date) ___ encourage participation by private and public sectors (G) (date) ___ reviewed once implemented (G)(date)  Streamlined competitions completed in Circular timeframe ___ ≥ 75% during the past 2 Qs (date) ___ ≥ 95% during the past 4 Qs (date)  Announced competitions cancelled ___ ≤ 20% in past two Qs (date) ___ ≤ 10% in past year (date)  ___ Justifications for all commercial activities exempt from competition (G)(date)  Savings ___ anticipated net savings for past 2 Qs (Y) (date) ___ anticipated for past 3 Qs (G+) (date) ___ independently validated (G+) (date)	 Color	<u>Actions taken this quarter:</u> <ul style="list-style-type: none"> <li>Provide a brief summary of key actions.</li> </ul>  <u>Planned actions for next quarter:</u> <ul style="list-style-type: none"> <li>Outline key actions.</li> </ul>	<ul style="list-style-type: none"> <li>Assess general progress against Proud to Be goals (e.g., on track, aggressive, slippage, etc); highlight if change in momentum</li> <li>Discuss critical actions planned for after FY 2006 Q2 (as appropriate)</li> <li>If status is expected in change in next couple of quarters, what OMB assistance might be necessary.</li> <li>Use additional bullets to explain or enhance discussion in first two columns (e.g., legislative barriers or other risks to PMA implementation, changes in management at agency, etc.)</li> </ul>



**President's Management Agenda**  
**BUREAU NAME**

	<b>CURRENT STATUS</b> (As of December 31, 2005)		<b>PROGRESS</b> First Quarter, FY 2006		<b>COMMENTS</b>
<b>Initiative:</b>  FINANCIAL PERFORMANCE  <b>Bureau Lead:</b>	 Color   Next ↑ est. by (date)	<b>GREEN STANDARDS</b> ___ Meets all yellow standards (date) ___ Uses financial info to drive results in key areas (date) ___ Expands routine data use (date) <b>YELLOW STANDARDS</b> ___ Clean annual audit (date) ___ qualified (date if relevant) ___ disclaimer (date if relevant) ___ Meets reporting deadlines (date) ___ FFMIA compliance reported (date) ___ No chronic or significant Anti-Deficiency Act Violations (date) ___ No repeat material auditor-reported internal control weaknesses (date) ___ new (enter # if applicable) ___ repeat (enter # if applicable) ___ No material non-compliance with laws or regulations (date) ___ No repeat material weaknesses in FMFIA (date) ___ for Section 2 (enter # if applicable) ___ for Section 4 applicable)	 Color	<u>Actions taken this quarter:</u> • Provide a brief summary of key actions.   <u>Planned actions for next quarter:</u> • Outline key actions.	<ul style="list-style-type: none"> <li>Assess general progress against Proud to Be goals (e.g., on track, aggressive, slippage, etc); highlight if change in momentum</li> <li>Discuss critical actions planned for after FY 2006 Q2 (as appropriate)</li> <li>If status is expected in change in next couple of quarters, what OMB assistance might be necessary.</li> <li>Use additional bullets to explain or enhance discussion in first two columns (e.g., legislative barriers or other risks to PMA implementation, management changes at agency, etc.)</li> </ul>



**President's Management Agenda  
BUREAU NAME**

	<b>CURRENT STATUS</b> (As of December 31, 2005)		<b>PROGRESS</b> First Quarter, FY 2006		<b>COMMENTS</b>
<b>Initiative:</b>  E-GOVERNMENT  <b>Bureau Lead:</b>	 Color   Next ↑ est. by (date)	Enterprise Architecture ___ Has 3 in Completion or Use (date) ___ Has 3 in Completion & Use or at least 3 in results (date)  Acceptable business cases for major systems ___ for more than 50% (date) ___ for all on __ (date) __  Cost/schedule/performance adherence for major IT ___ overruns/shortfalls < 30% (date) ___ EVMS shows overruns/ shortfalls <10% (date)  Security of all IT systems ___ 80% secured or IG verifies effectiveness (Y) (date) ___ 90% secured (G) (date) ___ IG verifies effective & rates certification as Satisfactory (G) (date)  E-Gov implementation ___ has process & plan (date) ___ has implemented (date)  MAINTAINING GREEN ___ all IT systems secure (date) ___ IT systems installed in accordance with security configurations (date) ___ consolidated/optimized all infrastructure for COOP ___ Privacy Impact Statements for 90% of applicable systems (date) ___ 90% of systems w/personally ID info have system of records (date)	 Color	<u>Actions taken this quarter:</u> • Provide a brief summary of key actions .   <u>Planned actions for next quarter:</u> • Outline key actions.	<ul style="list-style-type: none"> <li>Assess general progress against Proud to Be goals (e.g., on track, aggressive, slippage, etc); highlight if change in momentum</li> <li>Discuss critical actions planned for after FY 2006 Q2 (as appropriate)</li> <li>If status is expected in change in next couple of quarters, what OMB assistance might be necessary.</li> <li>Use additional bullets to explain or enhance discussion in first two columns (e.g., legislative barriers or other risks to PMA implementation, management changes at agency, etc.).</li> </ul>

**President's Management Agenda**  
**BUREAU NAME**

	<b>CURRENT STATUS</b> (As of December 31, 2005)		<b>PROGRESS</b> First Quarter, FY 2006		<b>COMMENTS</b>
<b>Initiative:</b>  BUDGET & PERFORMANCE INTEGRATION  <b>Bureau Lead:</b>	 Color          Next ↑ est. by (date)	Improved results/use of perf info ___ performance info used (date) ___ improved performance (date)  Strategic and annual plans ___ limited # of goals & use PART measures (date) ___ AND focus on info used in senior mgmt. report (date)  Performance appraisal plans adhere to merit system principles, etc. ___ SES & mgrs. (date) (Y) ___ 60%+ of agency (date) (G) ___ beta site completed (date) (G)  Cost of achieving performance goals ___ full cost reported (date) ___ AND marginal cost reported (date)  At least one efficiency measure per PARTed program ___ for ≥50% (date)___ [enter specific X%] ___ for all (date)  Use of PART ratings ___ to justify requests, etc. and ≤ 50% RND for 2 yrs. in row (date) ___ direct improvements justify requests, etc. and <10% RND for 2 yrs. in row (date)	 Color	<u>Actions taken this quarter:</u> <ul style="list-style-type: none"> <li>Provide a brief summary of key actions.</li> </ul>          <u>Planned Actions for next quarter:</u> <ul style="list-style-type: none"> <li>Outline key actions.</li> </ul>	<ul style="list-style-type: none"> <li>Assess general progress against Proud to Be goals (e.g., on track, aggressive, slippage, etc); highlight if change in momentum</li> <li>Discuss critical actions planned for after FY 2006 Q2 (as appropriate)</li> <li>If status is expected in change in next couple of quarters, what OMB assistance might be necessary.</li> <li>Use additional bullets to explain or enhance discussion in first two columns (e.g., legislative barriers or other risks to PMA implementation, management changes at the agency, etc.).</li> </ul>

**President's Management Agenda**  
**BUREAU NAME**

	<b>CURRENT STATUS</b> (As of December 31, 2005)		<b>PROGRESS</b> First Quarter, FY 2006		<b>COMMENTS</b>
<b>Initiative:</b>  R&D INVESTMENT CRITERIA  <b>Bureau Lead:</b>	 Color          Next ↑ est. by	<ul style="list-style-type: none"> <li>• Senior R&amp;D managers across the agency:  _ have practices that promote quality, relevance, and performance of R&amp;D activities <u>(date)</u>  _ meet at least quarterly to plan, coordinate, assess, and redirect agency R&amp;D activities as appropriate <u>(date)</u></li> <li>• Of R&amp;D programs assessed by the R&amp;D PART,  _ at least 50% are found to be "Moderately Effective" or better <u>(date)</u>  _ at least 75% are found to be "Moderately Effective" or better <u>(date)</u></li> <li>• Agency budget proposals:  _ to OMB use the R&amp;D criteria <u>(date)</u>  _ to OMB and Congress use the R&amp;D criteria and document how the criteria have successfully influenced budget decisions and management changes.</li> </ul>	 Color	<u>Actions taken this quarter:</u> •  <u>Planned actions for next quarter:</u> •	<ul style="list-style-type: none"> <li>• Assess general progress against Proud to Be goals (e.g., on track, aggressive, slippage, etc); highlight if change in momentum</li> <li>• Discuss critical actions planned for after Q3 FY 2005 (as appropriate)</li> <li>• If status is expected in change in next couple of quarters, what OMB assistance might be necessary.</li> <li>• Use additional bullets to explain or enhance discussion in first two columns (e.g., legislative barriers or other risks to PMA implementation, management changes at the agency, etc.).</li> </ul>